



Recruiting Our Future Leaders

***CAPT Dave Dwyer– LDO/CWO Community Manager
LT Bryan Gill– Assistant LDO/CWO Community Manager
CWO5 Hector Sandoval – CWO Community Manager
Mr. Parker Dinwiddie – Civilian Assistant LDO/CWO Community Manager***

- **LDO and CWO Mission**
- **LDO and CWO Definition & Designators**
- **Discrete Requirements**
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- **Application Preparation**
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LDO and CWO Mission

The Limited Duty Officer and Chief Warrant Officer Community support the war-fighting capability and readiness of Naval Forces through leadership, technical proficiency, and experience.

We are the primary manpower source for technically specific billets not best suited for traditional Unrestricted Line, Restricted Line or Staff Corps career path Officers. Using critical enlisted experience, we are committed to the continuous leadership, improvement, training and mentoring of Sailors.



Limited Duty Officer (LDO)

- **Technical Managers** – LDOs are Naval Line or Staff Corps Officers that progressively advance within broad technical fields related to their former enlisted ratings
- LDOs **fill leadership and management positions** at the ENS through CAPT level that require technical background and skills not attainable through normal development within other officer designators
- LDOs serve as, but are not limited to, DIVOs, DEPT Heads, OICs, XOs and COs
- **Major Command** (CAPT level) is the pinnacle goal – only achieved by a few!



LDO Designators

Line (SURFACE)

611X DECK
612X OPERATIONS
613X ENGINEERING/REPAIR
618X ELECTRONICS

Line (SUB / NUCLEAR)

6200 NUCLEAR POWER (NAVADMIN 006/16)
623X ENGINEERING/REPAIR
626X ORDNANCE
628X ELECTRONICS
***629X COMMUNICATIONS**

Line (AVIATION)

631X DECK
633X MAINTENANCE
636X ORDNANCE
639X AIR TRAFFIC CONTROL

General Line

641X ADMINISTRATION
643X BANDMASTER
648X EXPLOSIVE ORDNANCE DISPOSAL
649X SECURITY

Staff

***651X SUPPLY CORPS**
653X CIVIL ENGINEER CORPS

Information Warfare

***681X CRYPTOLOGIC WARFARE**
(Sundowning) – no more applicants
***682X INFORMATION PROFESSIONAL**
(Sundowning) – FY 23 ISPB last year for applicants

** Applicants for LDO off-ramp designators must comprehend designator specific off-ramp requirements and procedures as defined in NAVADMIN 128/19 (629X) or NAVADMIN 014/18 (651X, 681X and 682X)*

1. LT at 5 years for IW / Supply to core Restricted Line / Staff designator
2. LT at 6 years for Sub Communications to core Restricted Line
3. Must have completed a baccalaureate degree
4. Must have appropriate Warfare device (IW / Supply)



Chief Warrant Officer (CWO)

- **Technical Specialist** - CWOs are Naval Officers that possess **extensive experience and knowledge** to direct the most difficult and exacting operations within a given occupational specialty
- Although intended primarily as **technical specialists**, CWOs can also serve as DIVOs, DEPT Heads or OICs
- CWO assignments are **“REPETITIVE”** in nature
- Chiefs / Senior Chiefs / “Frocked” Master Chiefs commission to CWO2
- Master Chiefs, commission to CWO3 (regardless of time-in-grade)
- WO1s are appointed



CWO Designators

Line (SURFACE)

711X BOATSWAIN
712X OPERATIONS TECHNICIAN
713X ENGINEERING/REPAIR TECHNICIAN
715X SPECIAL WARFARE TECHNICIAN
717X SPECIAL WARFARE COMBATANT-CRAFT
718X ELECTRONICS TECHNICIAN

Line (SUB / NUCLEAR)

720X DIVING OFFICER
726X ORDNANCE TECHNICIAN
728X ACOUSTIC TECHNICIAN

Line (AVIATION)

731X BOATSWAIN
732X OPERATIONS TECHNICIAN
733X MAINTENANCE TECHNICIAN
736X ORDNANCE TECHNICIAN

Line (AVIATION UNMANNED AIRCRAFT)

737X AERIAL VEHICLE OPERATOR (OCS WO1)
(First board is 2 Aug 2021)

Line (GENERAL / STAFF)

741X SHIP'S CLERK
752X FOOD SERVICE WARRANT
*749X SECURITY TECHNICIAN

Line (INFO Warfare Community)

780X OCEANOGRAPHY WARRANT
781X CRYPTOLOGIC WARFARE TECHNICIAN
782X INFORMATION SYSTEMS TECHNICIAN
**783X INTELLIGENCE TECHNICIAN

- CI/HUMINT
- GEOINT/Targeting
- OPINTEL

784X CYBER WARRANT (WO1 Only)

* NAVADMIN 132/21 reestablishing the 749X community

** Intelligence (783X) CWO applicants will be considered for selection into one of three Core Competency Areas (CCA)

LDO and CWO Discrete Requirements

Discrete Requirements

<https://www.mynavyhr.navy.mil/Career-Management/Community-Management/Officer/Active-OCM/LDO-CWO/Applicant-Information/>



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Career Management ▸ Community Management ▸ Officer ▸ Active OCM ▸ LDO CWO ▸ **Applicant Information**

Applicant Information

LDO / CWO OCM

- CAREER PATTERN SHEETS
- MUSTANG LARIAT
- PROMOTION
- QUICK LINKS
- REFERENCES
- RETIREMENT
- SELECTION BOARDS

RESTRICTED LINE OCM

STAFF CORPS OCM

Select for ---> [CURRENT LDO/CWO RECRUITING BRIEF](#)

Select for ---> [CURRENT LDO AND CWO DESIGNATORS](#)

Select for ---> [LDO AND CWO IN-SERVICE PROCUREMENT BOARD](#)

Select for ---> [CHANGE TO CYBER WARRANT \(784X\) REQUIREMENTS](#)

Select for ---> [FY-22 DISCRETE REQUIREMENTS](#)

Select for ---> [CPO EXAM FOR LDO PURPOSES ELIGIBILITY](#)

THE APPLICATION

Read [OPNAVINST 1420.1B](#) and NAVADMIN xxx/21. Go over them carefully during your application process, making note of sections applicable to you as an individual candidate. These are your source documents for submitting an application, only language or policy promulgated by a more current NAVADMIN message for the current application cycle will override what is written in this directive. The application is your resume to the board demonstrating your potential for selection as a Naval Officer. The format is standardized as selection board members must sort through hundreds of them, and it is easier if they are all alike. Think of your package as one of many applications for the same great job -- you have to beat out the competition. You won't get extra points for excess. Do not include information that is already in your service record unless required by [OPNAVINST 1420.1B](#) or [NAVADMIN xxx/21](#).



LDO and CWO Discrete Requirements

What are discrete requirements?

Outline of valued specific leadership, qualifications and technical ability written by senior in designator/community leaders which board members use as a standard for selection

<u>Designator</u>	<u>Discrete Requirements</u>
Surface Engineer 613X/713X	- EOOW/RCO letter - Superior technical knowledge/ Leadership in plant
Aviation Maint 633X/733X	- Safe for Flight - Flight Line/Deck Supervisor

What are board members looking for?

- **Best and Fully Qualified Applicant**
- **Sustained Superior Performance**
- **Discrete Requirements are valued**

FY-22 ACTIVE DUTY LDO/CWO PRIMARY DISCRETE REQUIREMENTS

DESIGNATOR

Note

All designators

SELECTION GUIDANCE

Objective is to select applicants that are technically, operationally and administratively proven while demonstrating Sustained Superior Performance (i.e. Consistent Hard/Soft evaluation breakouts; above RSCA etc.) in increased levels of technical management within their specialty.

If the applicants' quality supports the total number of quotas, select to the requested numbers. However, if the quality level does not support the total number, it is important that only those who are "Best and Fully Qualified" are selected.

Surface Deck (611X)
Boatswain (711X)

Applicants must have demonstrated strong leadership traits, adaptability, produced a body of work that equates to potential success as a Naval Officer and possess significant in-rate experience.

The following watch station qualifications and technical abilities are highly desirable, to include but not limited to:

1. Well Deck Control Officer
2. Craftmaster, Small Craft Officer-in-Charge (OIC)
3. Safety Officer for boat handling, anchoring, line handling, well deck operations, underway replenishment and cranes
4. In depth administrative working knowledge of the Technical Data Management Information System (TDMIS), Combined Regional Technical Libraries (CORETL), Advanced Technical Information Support (ATIS), and the Class Advisories (CLADS) information systems.

FY 22 ISPB Stats



FY-22 Active Duty Selections

<u>Active Duty</u>	<u>Quotas</u>	<u>Selected</u>	<u>Announced</u>
Enlisted to ENS (LDO) (Includes NUC Selections)	274	*272	**271
Enlisted to CWO	234	*231	**230
CWO to LTJG	0	0	0

- * Quotas returned
- ** On hold awaiting adjudication of an issue

Selection Opportunity FY-22 LDO: 18%

Selection Opportunity FY-22 CWO: 26%

(LDO Apps - 1587 / CWO Apps - 817)

Total applications for FY-22 LDO and CWO: **2,404**

Eligible applications: **2,203**



FY-22 Stats (LDO)

Designator/Community					FY22		
	5YR AVG	10YR AVG	5YR AVG # SELECTS	10YR AVG # SELECTS	APP	SEL	OPP
611X DECK	20.3%	21.9%	7	8	34	7	21%
612X OPERATIONS	22.5%	21.3%	12	13	54	11	20%
613X ENGINEERING	23.0%	21.0%	26	25	115	29	25%
618X ELECTRONICS	27.8%	22.9%	24	21	131	34	26%
620X NUCLEAR POWER	25.3%	29.7%	42	40	204	48	24%
623X SUB-ENGINEER	22.8%	21.3%	4	4	29	4	14%
626X SUB-ORDNANCE	24.9%	24.7%	7	7	26	8	27%
628X SUB-ELECTRONICS	18.6%	17.0%	5	6	23	5	22%
629X SUB-COMMS	25.9%	22.8%	4	4	23	5	22%
631X AVIATION-DECK	20.4%	15.5%	5	5	19	6	32%
633X AVIATION-MAINT	15.6%	15.1%	25	27	172	26	15%
636X AVIATION-ORD	20.4%	17.6%	11	12	52	12	23%
639X AIR TRAFFIC CONT	23.6%	20.8%	5	5	33	5	15%
641X ADMINISTRATION	13.6%	12.4%	20	20	173	20	12%
643X BANDMASTER	51.4%	40.3%	1	2	1	1	100%
648X EOD	47.0%	44.9%	4	6	11	5	45%
649X SECURITY	20.7%	19.4%	25	21	125	25	20%
651X SUPPLY	5.5%	6.5%	7	8	170	7	4%
653X CIVIL ENGINEER	27.4%	23.5%	5	4	18	5	28%
681X INFO WARFARE	13.4%	12.7%	4	8	66	2	33%
682X INFO SYSTEMS	10.6%	11.0%	10	12	108	7	6%
LDO Total	17.5%	16.9%	273	273	1587	272	17%



FY-22 Stats (CWO)

Designator/Community					FY22		
	5YR AVG	10YR AVG	5YR AVG # SELECTS	10YR AVG # SELECTS	APP	SEL	OPP
711X DECK	32.8%	28.9%	10	10	27	13	48%
712X OPERATIONS	33.7%	28.8%	13	13	31	14	45%
713X ENGINEERING	25.3%	20.8%	23	24	82	25	30%
715X SPECIAL WARFARE	71.2%	62.2%	10	11	9	9	100%
717X SWCC	53.2%	52.6%	5	4	7	5	71%
718X ELECTRONICS	22.4%	15.2%	8	7	66	20	30%
720X DIVER	61.6%	56.5%	4	4	10	5	50%
726X SUB-ORDNANCE	12.7%	12.5%	1	2	19	2	16%
728X SUB-ACOUSTIC	28.1%	23.4%	4	3	11	4	36%
731X AVIATION-DECK	12.1%	11.2%	5	6	59	6	10%
732X AVIATION-OPS	62.1%	47.4%	9	7	16	13	81%
733X AVIATION-MAINT	15.3%	12.9%	25	25	161	26	16%
736X AVIATION-ORD	24.6%	21.0%	14	14	64	15	23%
741X ADMINISTRATION	16.1%	13.4%	18	16	97	22	12%
752X FOOD SERVICES	21.8%	20.4%	7	7	28	7	25%
780X OCEANOGRAPHY	45.9%	45.9%	2	3	4	3	75%
781X INFO WARFARE	32.3%	24.6%	14	13	38	15	39%
782X INFO SYSTEMS	21.1%	17.0%	15	14	60	15	25%
783X INTELLIGENCE	35.8%	31.2%	9	7	27	11	41%
784X CYBER	62.3%	40.1%	2	2	1	1	100%
CWO Total	24.4%	19.6%	215	204	817	231	28%



FY-22 Selectee Profile (LDO/CWO)

“YOUR COMPETITION”

- **Average Age: 31 / 35**
- **Total Years of Active Service: 12 / 17 Years**
- **Average Years of Total Education Completed: 15 Years**
- **Warfare Qualified: 98% / 100%**
- **Average Number of Duty Stations: 3 / 5**
- **Average Number of Sea/Overseas Tours: 2 / 3**
- **IA/GSA Tours: 7% / 16%**

FY 23 ISPB Application Guidance and Eligibility Checklist

- **Continue to streamline the application process**
 - No more 250 word statement – “story time” – was not being used at the board
 - No Commanding Officer ranking required
 - Technical Expertise block added to the Interview Appraisal Sheet (NAVCRUIT 1131/5 – Rev. 03-2021)
- **How does your record compare to the designator(s) Discrete Requirements?**
 - ESR
 - PSR
 - Evals
 - (3) appraisals from community leaders
 - Discrete Requirements (have been met = yes or no) – if not, missed opportunity or not afforded the opportunity?
 - Properly documented Sustained Superior performance, leadership, and technical expertise
 - Lifelong learning when afforded the opportunity – off-ramp designators will require it
 - Can you do the work we are hiring you to do - NOW?



FY-23 Accession Windows

- **Time in Service (TIS) windows (Computed to **01OCT22**)**
 - **8 to 14 years for LDO (non-nuclear) [OCT 14 – OCT 08]**
 - **8 to 16 years for LDO (nuclear) [OCT 14 – OCT 06]**
 - **14 to 20 years for CWO (E7 and E8) [OCT 08 – OCT 02]**
 - **14 to 22 years for CWO (E9) [OCT 08 – OCT 00]**
- **Importance of our TIS windows:**
 - **In order to support career progression/promotion models and maximize Navy's return on investment.**
 - **LDO TIS waiver: 14 yrs plus 180 days**
 - **CWO TIS waiver: 20 yrs plus 180 days**
 - **E9 TIS waiver for CWO3: 22 yrs plus 180 days**
 - *** No further exceptions will be entertained**



FY-23 Guidance

- **Review Enlisted to Officer Commissioning Programs Application Administrative Manual OPNAVINST 1420.1B, Ch 2, and 7**
- **Applicable NAVADMINs supersede conflicts with OPNAVINST 1420.1B**
- **Use FY-23 Active LDO and CWO ISP Board NAVADMIN 116/21 for application guidance and deadlines**
 - **First Class Petty Officers awaiting CPO results, who meet all other requirements, in order to apply for CWO are encouraged to apply and submit their application by the 1 OCT 2021 deadline**
- **Applying for additional designators**
 - **Must have documented technical and leadership experience**
 - **A degree is not a substitute for technical experience**
 - **OPNAVINST 1420.1B (Ch 7, para 18) outlines normal path**



Applicant Preparation

- Never too early to start preparing – even as an E4
- Make your chain of command aware of your goals
- Develop a strong resume with diversity of jobs (Discrete Requirements)
- Excel in your Rating Specialty **(Master your craft)**
 - Evaluations – Breakouts / Superior performance aligned with discrete requirements
- Sea duty, Shore duty, Overseas, Special Programs, Warfare Qual(s), Watch Station Qual(s)/Certifications
- Successful LPO or LCPO tours
- Work with an LDO/CWO Mentor to help you through the process
- **Maximize your opportunities!**

DOES YOUR RECORD STACK UP?



Application Key Elements

- **CO's Endorsement**

- Acknowledges your leadership potential and technical performance
- Can highlight qualifications (utilizing the discrete requirements)
- Can address past negatives (if needed) and waivers if applicable
- Ranking no longer required

- **Additional Comments**

- Your opportunity to speak directly to the board about your record
 - Address absent discrete requirements, qualifications, broken service, etc.
 - Address waivers (required waivers must be approved prior to submission)
- Limit to 100 words – simply stating “None” works – do not feel compelled to fill the white space
- **NOTE:** This is NOT a personal statement, as required in past years

Interview Appraisal Boards

- **Interview Appraisal Boards**

- Board make-up = LDO and CWO community leaders (Gatekeepers)
- Use NAVCRUIT 1131/5 (Rev. 3-2021)
- Applicants do not “Appraisal Shop”
- Setup by Command designated POC (Command Coordinator)
 - Command POC - secure the correct designator(s) on panel
 - Import board members (VTC, teleconference acceptable) when designators are not available in local area

- **Interview Appraisals, items to know / tips for the board:**

1. Your designator career path (**KNOW IT!**) **Technical Expertise!**
2. Understand the commitment (world-wide assignable / impact to family)
3. Answer questions honestly and directly / avoid rambling
4. Relax (don't squirm or fidget), think, speak clearly and maintain good eye contact
5. You can be asked a variety of questions and each board will vary – show confidence

Appraisal Sheets belong to the CO; not the applicant!



FY-23 LDO/CWO Programs

Eligibility Checklist

LDO/CWO Eligibility Checklist NAVPERS 1420/5 (Rev. 06-2021)		Supporting Directive NAVADMIN 116/21 (Active) Supporting Directive NAVADMIN 117/21 (Reserve)	
This checklist is applicable for: Active-Duty and Reserve Limited Duty Officer and Chief Warrant Officer In-Service Procurement Program Boards			
Name (Last, First, MI):		Enlisted Rate:	Designator Choice 1:
			Designator Choice 2:
Application Checklist Items		Command	PERS-903
1a.	- Desired Designators		
1b.	- Citizenship Status (Provide required documentation, if applicable)		
1c.	- Active Duty Service Date		
1c.	Dates are within eligibility window computed to 1 October 2022 8-14 yrs for LDO ENS (Non-NUC applicants) 1 October 2008 - 1 October 2014 8-16 yrs for LDO ENS (NUC applicants) 1 October 2008 - 1 October 2014 14-20 yrs for CWO (E7/E8 applicants) 1 October 2002 - 1 October 2008 14-22 yrs for CWO (E9 applicants) 1 October 2000 - 1 October 2008		
1d.	E8 applicants must have 1 year TIR as of 1 October 2021 (TIR of 1 July 2020 or before)		
1e.	List all incidents such as NJP or civil conviction after 1 October 2017 Minor offenses (<\$500 fine) are acceptable.		
Profile Sheet	E8 applications must have "Sel Board Eligible" profile sheet from the January 2021 E7 exam.		
Applicant Signature	Applicant must sign the application		
Commanding Officer (CO) Endorsement/Command Verification			
1.	CO's endorsement must validate that applicant meets requirements to include worldwide assignability and physical fitness standards.		
2.	CO must verify that applicant has active clearance. Applications missing this information will be rejected.		
3.	CO must provide a specific recommendation concerning the application and must address any waivers requested.		
CO Signature	CO must sign endorsement		
Appraisals	Application must contain copy of NAVCRUIT 1131/5 (Rev. 03-2021) Interviewer's Appraisal Sheet forms. Earlier versions of the forms will not be accepted. Forms must be complete and signed. Not required for designator 06 applicants.		
Color Vision Test	Color vision test must indicate passing result and be signed by a medical representative. Required for: 811X, 812X, 818X, 826X, 829X, 836X, 839X, 848X, 711X, 712X, 715X, 718X, 717X, 728X, 736X.		
USNR Only	Applicants to Reserve Board Only: Meets all eligibility criteria per OPNAVINST 1120.12A. Optional resume enclosed.		
Reviewer Signatures			
A = Application accepted A, followed by a number = Application accepted and number of addendums accepted NE = Not Eligible			

FY-22 Errors

- Some applications had more than one error and several applicants did not meet requirements for submission
- Appraisal Forms – Missing appraisals, missing marks, current form not used (**Digital Signature Appraisal Form**) (NAVCRUIT 1131/5 - Rev 05/2017)
- CO's Endorsement – Not included, not signed or missing references requirement ("meets all requirements outlined in references (a) through (c).")
- Citizenship – Not filled out or missing documentation proof of citizenship
- Missing color vision tests for designators that require them.
- Missing Security Clearance information

Most of these errors should be caught prior to their arrival at NPC. A well versed command LDO/CWO coordinator can provide assistance to both the command and the candidate during the application process.








Notional Application Timeline

- ☐ **MAR: Special Request to CO via Command Coordinator**
- ☐ **MAY: Submit application to Admin**
- ☐ **JUN: Interviewer Appraisal Board**
- ☐ **JUL: CO's endorsement prepared**
- ☐ **SEP: Email applications**
- ☐ **NLT 01 OCT: Applications due to NPC**
- ☐ **NLT 15 DEC: Addendums (Evals, Awards etc.) due to NPC**
- ☐ **JAN: Board convenes**
- ☐ **MAR: Results announced via NAVADMIN**

Command Coordinator/Admin shall provide a copy of the entire **completed/signed** application with **ALL** enclosures to the applicant. This can be accomplished via paper copy or by carbon copy (cc) during electronic submission.

Promotion Opportunity

LDO Promotion Opportunity

	• CAPT	21-23 YCS	40% - 60 % Opportunity
	• CDR	15-17 YCS	60% - 80% Opportunity
	• LCDR	9-11 YCS	70% - 90 % Opportunity
	• LT	4 YCS	AFQ
	• LTJG	2 YCS	AFQ

CWO Promotion Opportunity



• **CWO5** **11-13 YCS** **33 - 50%**



• **CWO4** **7 YCS** **70% - 90%**



• **CWO3** **3 YCS** **AFQ**

WO1 to CWO2 – Refer to SECNAVINST 1412.8C

Return on Investment (ROI)



Your return on investment...

Retirement after 20 Years of Service:

CPO	CWO3	LT
<ul style="list-style-type: none">• \$2,547 / month• \$30,570 / year	<ul style="list-style-type: none">• \$3,457 / month• \$41,490 / year	<ul style="list-style-type: none">• \$3,919 / month• \$47,034 / year

50% (40%)

Retirement after 26 Years of Service

SCPO	CWO4	LCDR
<ul style="list-style-type: none">• \$4,193 / month• \$50,325 / year	<ul style="list-style-type: none">• \$5,538 / month• \$66,463 / year	<ul style="list-style-type: none">• \$5,573 / month• \$66,877 / year

65% (52%)

Retirement pay for life!

DISCLAIMER: HIGH THREE PAY BEFORE TAXES / BRS CALCULATED +2% PER YEAR OVER 20
(DOES NOT CONSIDER MEMBERS/GOVT CONTRIBUTIONS TO BRS/TSP)

<http://militarypay.defense.gov/Calculators/High-3-Calculator/>



Your return on investment...

Retirement after 30 Years of Service:

MCPO

- \$5,953 / month
- \$71,442 / year

CWO4

- \$6,518 / month
- \$78,219 / year

LCDR

- \$6,430 / month
- \$77,166 / year

75% (60%)

33 Years

CWO5

- \$7,999 / month
- \$95,993 / year

82.5% (66%)

35 Years

CDR

- \$8,945 / month
- \$107,343 / year

87.5% (70%)

38 Years

CAPT

- \$12,006 / month
- \$144,073 / year

95% (76%)

Retirement pay for life!

DISCLAIMER: HIGH THREE PAY BEFORE TAXES / BRS CALCULATED +2% PER YEAR OVER 20
(DOES NOT CONSIDER MEMBERS/GOVT CONTRIBUTIONS TO BRS/TSP)

<http://militarypay.defense.gov/Calculators/High-3-Calculator/>



Contact Us

- **CAPT Dave Dwyer, Head LDO/CWO Community Manager**
email: david.dwyer1.mil@us.navy.mil
- **LT Bryan Gill, Assistant LDO/CWO Community Manager**
email: bryan.j.gill@navy.mil
- **CWO5 Hector Sandoval, CWO Community Manager**
email: hector.sandoval.mil@us.navy.mil
- **Parker Dinwiddie, Civilian Assistant LDO/CWO Community Manager**
email: parker.h.dinwiddie.civ@us.navy.mil
- * **LDO/CWO OCM Mailbox: ldocwoocm.fct@navy.mil**

Community News and Forums:

MyNavyHR Website:

- <https://www.mynavyhr.navy.mil/Career-Management/Community-Management/Officer/Active-OCM/LDO-CWO>
- **Facebook: Search, “US Navy LDO/CWO Community Managers Forum”**